

COUNTY OF SAN DIEGO, CALIFORNIA
BOARD OF SUPERVISORS POLICY

Subject

Vocational Medical Services

**Policy
Number**

C-21

Page

1 of 2

Purpose

To provide a comprehensive program of medical screening and physical examination which addresses the following issues of County employment: Preplacement; Retirement; Compensation Ordinance, Section 4.3.8; Drivers License Examinations; Safety Officer Examination; Management Physical Examinations; and OSHA mandated examinations.

To reduce fiscal and human resource losses to County assets through proper placement of individuals into positions most compatible with their limitations, thereby decreasing

Workers' Compensation claims, Unemployment Claims and Disability Retirements, under the California 1937 Act.

To meet the mandates of Sections 503 and 504 of the 1973 Federal Rehabilitation Act calling for non-discriminatory employment, Section 6.1.1 of San Diego Civil Service Rules, San Diego County Employees Retirement Law of 1937, Sections 31729, 31732, 31009 Board of Retirement, San Diego County By-Laws and Regulations Section 1, Nos. 2, 3, 4, 5, 6, 7, 8, and 9.

Background

With the dramatic fiscal and human resources losses seen in the County workforce over the past several years secondary to industrial injuries and illness and disability retirements, the Board of Supervisors, through the Chief Administrative Officer, directed on February 1, 1979, that the Risk Administrator organize a Vocational Medical Services Element to execute a new program of medical and physical standards and pre-placement examinations and coordination of other medical issues relative to these losses.

Policy

It is the policy of the Board of Supervisors that:

- 1.The County affirms its commitment to provide a preplacement physical examination program which defines the physical limitations of the individual.
- 2.The County of San Diego will make every effort to hire individuals with pre-existing limitations and diseases to positions of employment suitable to their limitations.
- 3.County Departments, in conjunction with the Department of Human Resources will, upon receipt of a description of physical limitations, attempt to make a job modification,

COUNTY OF SAN DIEGO, CALIFORNIA
BOARD OF SUPERVISORS POLICY

Subject

Vocational Medical Services

**Policy
Number**

C-21

Page

2 of 2

job restructuring and other necessary accommodations to certify applicants with disabilities into jobs previously unattainable to them.

4. The County recognizes that our workforce will be viewed in terms of ability and not disability when planning how to provide public services to the residents of San Diego County.

Sunset Date

This policy will be reviewed for continuance by 12-31-01.

Reference

Americans With Disabilities Act (ADA) Title 1, (1990)

Section 503 and 504, 1973 Federal Rehabilitation Act

Section 2.4 and 4.38 of the San Diego Civil Service Rules

San Diego County Employees Retirement Law of 1937

County of San Diego Board Policy - B-40, C-17, C-21, M-21

County of San Diego Board Order 2-1-79 (6) and 3-9-79 (156)

Chapter 4, Section 4.3.8 of the Compensation Ordinance, County of San Diego

Board Action

9-16-80 (38)

11-6-84 (29)

12-15-87 (37)

8-8-89 (34)

4-4-95 (28)

CAO Reference

1. Department of Human Resources